

2016

Federal Employee Viewpoint Survey



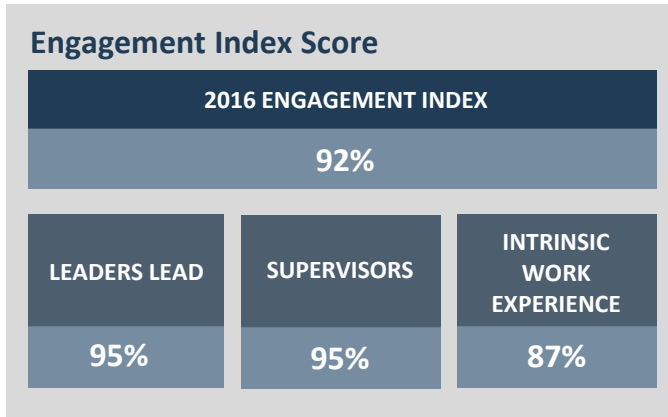
Annual Employee Survey (AES) Report

Marine Mammal Commission

FIELD PERIOD	May 3 - June 14, 2016
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	10
NUMBER OF SURVEYS ADMINISTERED	13
RESPONSE RATE	76.9%

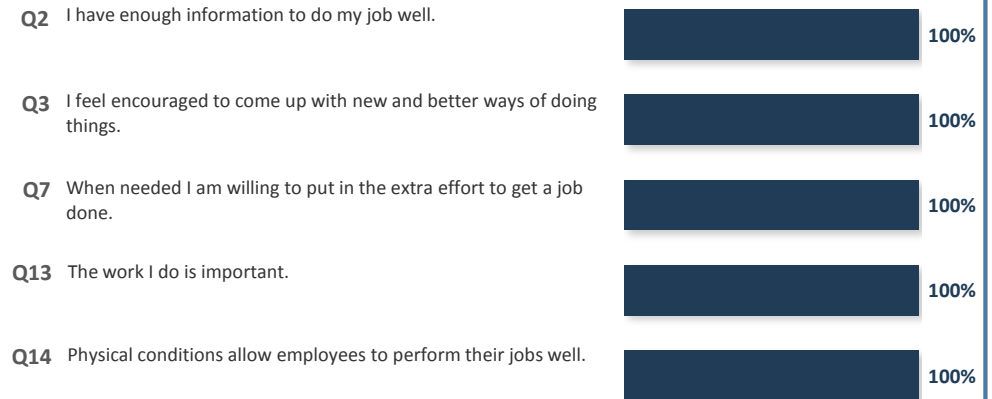
65 items identified as **strengths** (65% positive or higher)

0 items identified as **challenges** (35% negative or higher)



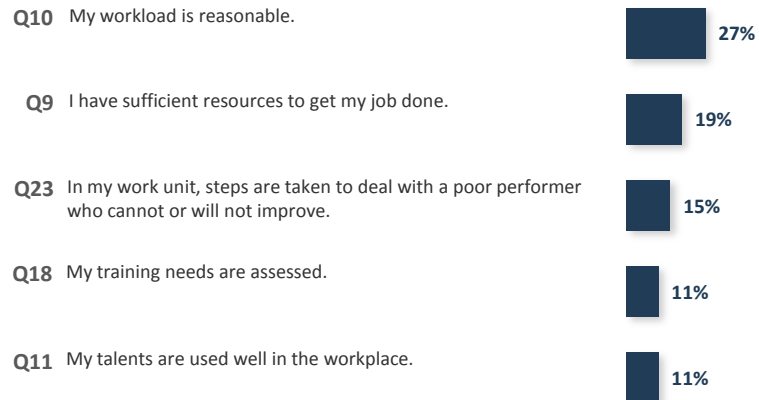
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	89.09%	70.77%	18.32%	10.91%	0.00%	0.00%	0.00%	7	2	1	0	0	10	N/A
Agree -disagree	2	I have enough information to do my job well.	100.00%	43.15%	56.85%	0.00%	0.00%	0.00%	0.00%	4	6	0	0	0	10	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	100.00%	59.50%	40.50%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	N/A
Agree -disagree	4	*My work gives me a feeling of personal accomplishment.	78.36%	51.53%	26.83%	21.64%	0.00%	0.00%	0.00%	5	3	2	0	0	10	N/A
Agree -disagree	5	*I like the kind of work I do.	80.76%	59.12%	21.64%	19.24%	0.00%	0.00%	0.00%	6	2	2	0	0	10	N/A
Agree -disagree	6	I know what is expected of me on the job.	89.64%	59.50%	30.15%	10.36%	0.00%	0.00%	0.00%	6	3	1	0	0	10	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	100.00%	89.09%	10.91%	0.00%	0.00%	0.00%	0.00%	9	1	0	0	0	10	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	88.72%	67.46%	21.26%	11.28%	0.00%	0.00%	0.00%	7	2	1	0	0	10	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	69.85%	20.59%	49.26%	11.28%	10.91%	7.96%	18.87%	2	5	1	1	1	10	0
Agree -disagree	10	*My workload is reasonable.	61.47%	20.17%	41.30%	11.28%	19.29%	7.96%	27.25%	2	4	1	2	1	10	0
Agree -disagree	11	*My talents are used well in the workplace.	78.74%	31.45%	47.29%	10.36%	10.91%	0.00%	10.91%	3	5	1	1	0	10	0
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	89.64%	42.73%	46.92%	10.36%	0.00%	0.00%	0.00%	4	5	1	0	0	10	0
Agree -disagree	13	*The work I do is important.	100.00%	51.11%	48.89%	0.00%	0.00%	0.00%	0.00%	5	5	0	0	0	10	0
Agree -disagree	14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	100.00%	61.47%	38.53%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	0

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Agree -disagree	15	*My performance appraisal is a fair reflection of my performance.	100.00%	61.47%	38.53%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	0
Agree -disagree	16	I am held accountable for achieving results.	100.00%	39.83%	60.17%	0.00%	0.00%	0.00%	0.00%	4	6	0	0	0	10	0
Agree -disagree	17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	100.00%	78.99%	21.01%	0.00%	0.00%	0.00%	0.00%	6	2	0	0	0	8	2
Agree -disagree	18	*My training needs are assessed.	67.46%	31.45%	36.01%	21.64%	10.91%	0.00%	10.91%	3	4	2	1	0	10	0
Agree -disagree	19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	90.93%	43.26%	47.67%	0.00%	9.07%	0.00%	9.07%	4	4	0	1	0	9	1
Agree -disagree	20	*The people I work with cooperate to get the job done.	91.61%	31.50%	60.12%	8.39%	0.00%	0.00%	0.00%	3	6	1	0	0	10	N/A
Agree -disagree	21	*My work unit is able to recruit people with the right skills.	57.04%	23.21%	33.84%	33.98%	8.98%	0.00%	8.98%	2	3	3	1	0	9	1
Agree -disagree	22	*Promotions in my work unit are based on merit.	80.96%	14.64%	66.32%	19.04%	0.00%	0.00%	0.00%	1	4	1	0	0	6	4
Agree -disagree	23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.11%	0.00%	34.11%	51.34%	14.55%	0.00%	14.55%	0	2	3	1	0	6	4
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	66.58%	23.21%	43.37%	33.42%	0.00%	0.00%	0.00%	2	4	3	0	0	9	1
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	89.59%	10.96%	78.63%	10.41%	0.00%	0.00%	0.00%	1	6	1	0	0	8	2
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	91.61%	62.02%	29.60%	8.39%	0.00%	0.00%	0.00%	6	3	1	0	0	10	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	61.32%	14.74%	46.58%	38.68%	0.00%	0.00%	0.00%	1	4	3	0	0	8	2
Good -poor	28	How would you rate the overall quality of work done by your work unit?	100.00%	83.65%	16.35%	0.00%	0.00%	0.00%	0.00%	8	2	0	0	0	10	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.04%	31.45%	60.59%	7.96%	0.00%	0.00%	0.00%	3	6	1	0	0	10	0
Agree -disagree	30	*Employees have a feeling of personal empowerment with respect to work processes.	87.71%	57.61%	30.10%	12.29%	0.00%	0.00%	0.00%	5	3	1	0	0	9	1

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Agree -disagree	31	Employees are recognized for providing high quality products and services.	100.00%	69.28%	30.72%	0.00%	0.00%	0.00%	0.00%	6	3	0	0	0	9	1
Agree -disagree	32	*Creativity and innovation are rewarded.	100.00%	64.81%	35.19%	0.00%	0.00%	0.00%	0.00%	5	3	0	0	0	8	1
Agree -disagree	33	*Pay raises depend on how well employees perform their jobs.	62.67%	25.50%	37.17%	37.33%	0.00%	0.00%	0.00%	2	3	3	0	0	8	2
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	88.72%	28.55%	60.17%	11.28%	0.00%	0.00%	0.00%	3	6	1	0	0	10	0
Agree -disagree	35	*Employees are protected from health and safety hazards on the job.	100.00%	61.47%	38.53%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	0
Agree -disagree	36	*My organization has prepared employees for potential security threats.	91.61%	20.17%	71.45%	8.39%	0.00%	0.00%	0.00%	2	7	1	0	0	10	0
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	100.00%	62.39%	37.61%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	0
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	100.00%	51.11%	48.89%	0.00%	0.00%	0.00%	0.00%	5	5	0	0	0	10	0
Agree -disagree	39	My agency is successful at accomplishing its mission.	100.00%	73.29%	26.71%	0.00%	0.00%	0.00%	0.00%	7	3	0	0	0	10	0
Agree -disagree	40	I recommend my organization as a good place to work.	100.00%	62.02%	37.98%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	N/A
Agree -disagree	41	I believe the results of this survey will be used to make my agency a better place to work.	80.76%	48.22%	32.54%	11.28%	7.96%	0.00%	7.96%	5	3	1	1	0	10	0
Agree -disagree	42	*My supervisor supports my need to balance work and other life issues.	100.00%	83.65%	16.35%	0.00%	0.00%	0.00%	0.00%	8	2	0	0	0	10	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	100.00%	61.47%	38.53%	0.00%	0.00%	0.00%	0.00%	6	4	0	0	0	10	0
Agree -disagree	44	*Discussions with my supervisor about my performance are worthwhile.	100.00%	51.11%	48.89%	0.00%	0.00%	0.00%	0.00%	5	5	0	0	0	10	0

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Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	100.00%	39.83%	60.17%	0.00%	0.00%	0.00%	0.00%	4	6	0	0	0	10	0
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	90.55%	57.61%	32.94%	9.45%	0.00%	0.00%	0.00%	5	3	1	0	0	9	0
Agree -disagree	47	*Supervisors in my work unit support employee development.	100.00%	73.29%	26.71%	0.00%	0.00%	0.00%	0.00%	7	3	0	0	0	10	0
Agree -disagree	48	My supervisor listens to what I have to say.	100.00%	83.65%	16.35%	0.00%	0.00%	0.00%	0.00%	8	2	0	0	0	10	N/A
Agree -disagree	49	My supervisor treats me with respect.	91.61%	83.65%	7.96%	8.39%	0.00%	0.00%	0.00%	8	1	1	0	0	10	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	100.00%	83.65%	16.35%	0.00%	0.00%	0.00%	0.00%	8	2	0	0	0	10	N/A
Agree -disagree	51	*I have trust and confidence in my supervisor.	90.55%	81.57%	8.98%	0.00%	9.45%	0.00%	9.45%	7	1	0	1	0	9	N/A
Good -poor	52	*Overall, how good a job do you feel is being done by your immediate supervisor?	91.61%	91.61%	0.00%	0.00%	8.39%	0.00%	8.39%	9	0	0	1	0	10	N/A
Agree -disagree	53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	90.59%	57.37%	33.22%	9.41%	0.00%	0.00%	0.00%	5	3	1	0	0	9	1
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	100.00%	73.29%	26.71%	0.00%	0.00%	0.00%	0.00%	7	3	0	0	0	10	0
Agree -disagree	55	*Supervisors work well with employees of different backgrounds.	83.65%	62.39%	21.26%	16.35%	0.00%	0.00%	0.00%	6	2	2	0	0	10	0
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	91.61%	62.39%	29.23%	8.39%	0.00%	0.00%	0.00%	6	3	1	0	0	10	0
Agree -disagree	57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.77%	51.11%	19.66%	29.23%	0.00%	0.00%	0.00%	5	2	3	0	0	10	0
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	80.71%	51.11%	29.60%	19.29%	0.00%	0.00%	0.00%	5	3	2	0	0	10	0
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	91.61%	51.11%	40.50%	8.39%	0.00%	0.00%	0.00%	5	4	1	0	0	10	0

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Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	91.12%	60.71%	30.40%	8.88%	0.00%	0.00%	0.00%	5	3	1	0	0	9	1
Agree -disagree	61	*I have a high level of respect for my organization's senior leaders.	100.00%	72.75%	27.25%	0.00%	0.00%	0.00%	0.00%	7	3	0	0	0	10	0
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	100.00%	81.13%	18.87%	0.00%	0.00%	0.00%	0.00%	8	2	0	0	0	10	0
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	92.04%	50.19%	41.85%	7.96%	0.00%	0.00%	0.00%	5	4	1	0	0	10	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	92.04%	23.48%	68.55%	0.00%	7.96%	0.00%	7.96%	2	7	0	1	0	10	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	89.09%	81.13%	7.96%	10.91%	0.00%	0.00%	0.00%	8	1	1	0	0	10	N/A
Satisfied -dissatisfied	66	*How satisfied are you with the policies and practices of your senior leaders?	92.04%	61.47%	30.57%	7.96%	0.00%	0.00%	0.00%	6	3	1	0	0	10	N/A
Satisfied -dissatisfied	67	*How satisfied are you with your opportunity to get a better job in your organization?	57.65%	8.39%	49.26%	42.35%	0.00%	0.00%	0.00%	1	5	4	0	0	10	N/A
Satisfied -dissatisfied	68	*How satisfied are you with the training you receive for your present job?	89.09%	20.17%	68.93%	10.91%	0.00%	0.00%	0.00%	2	7	1	0	0	10	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	92.04%	59.50%	32.54%	0.00%	7.96%	0.00%	7.96%	6	3	0	1	0	10	N/A
Satisfied -dissatisfied	70	*Considering everything, how satisfied are you with your pay?	92.04%	53.13%	38.91%	7.96%	0.00%	0.00%	0.00%	5	4	1	0	0	10	N/A
Satisfied -dissatisfied	71	Considering everything, how satisfied are you with your organization?	100.00%	51.11%	48.89%	0.00%	0.00%	0.00%	0.00%	5	5	0	0	0	10	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	100.00%	87.79%	12.21%	0.00%	0.00%	0.00%	0.00%	6	1	0	0	0	7	0

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Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3	0	0	0	0	3	0
Satisfied -dissatisfied	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0	2	0	0	0	2	0
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0	1	0	0	0	1	0
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0	0	0	0	0	0
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	0	0	0	0	0	0

* AES prescribed items

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	8	76.52%
Yes, I was notified that I was not eligible to telework.	1	12.21%
No, I was not notified of my telework eligibility.	0	0.00%
Not sure if I was notified of my telework eligibility.	1	11.28%
Total	10	100.00%

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	0	0.00%
I telework 1 or 2 days per week.	4	38.53%
I telework, but no more than 1 or 2 days per month.	0	0.00%
I telework very infrequently.	3	26.71%
I do not telework because I have to be physically present on the job.	1	12.21%
I do not telework because I have technical issues.	1	11.28%
I do not telework because I did not receive approval to do so.	0	0.00%
I do not telework because I choose not to telework.	1	11.28%
Total	10	100.00%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%
Yes	3	27.63%
No	5	49.26%
Not available to me	2	23.11%
Total	10	100.00%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%
Yes	2	16.35%
No	7	73.29%
Not available to me	1	10.36%
Total	10	100.00%

76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%
Yes	1	10.36%

Work Life-Telework

No	8	77.44%
Not available to me	1	12.21%
Total	10	100.00%

77. Do you participate in the following Work/Life programs? Child Care Programs	N	%
Yes	0	0.00%
No	7	66.16%
Not available to me	3	33.84%
Total	10	100.00%

78. Do you participate in the following Work/Life programs? Elder Care Programs	N	%
Yes	0	0.00%
No	7	66.16%
Not available to me	3	33.84%
Total	10	100.00%

Percentages are weighted to represent the Agency's population.